

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section one

No.	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Swindon Economic Growth Plan 2026-2031
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	The Swindon Economic Growth Plan 2026–2031 aims to transform the borough into the most innovative and productive powerhouse city in Southern England by leveraging its strategic M4 location and industrial heritage. Its core objectives include securing large-scale investment for town centre regeneration and driving sustainable, inclusive growth across priority sectors like defense, component manufacturing, and financial services. It aims to support inclusive growth through a specific objective to enable Community Wealth Building Swindon wide.
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	Residents, local businesses, employees, service leavers (military), students/young people, and regional partners and stakeholders
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	The development of this proposal has been informed by an extensive multi-stakeholder engagement strategy. This included high-level "Let's Talk Business" workshops with industry leaders and the "Let's Talk Swindon" public forum, ensuring that the plan reflects the priorities of both the local economy, business and the wider resident community. Internal alignment has been secured through formal presentations to the Corporate Management Team (CMT) and the Build a Better Swindon Board.

		Furthermore, the plan has undergone a rigorous cross-departmental review process, incorporating feedback from key service areas to ensure operational viability and strategic cohesion across the Council.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Actual impact is tracked through the Economic Growth Forum, which brings together stakeholders to review progress against key pillars like skills and regeneration. Progress is managed via Mission Boards that provide quarterly "traffic light" updates on specific deliverables. Performance is further measured by hard metrics, including GVA growth, local procurement percentages, and apprenticeship starts, with formal progress reports presented to the Cabinet every six months to allow for policy adjustments.

Section two – protected characteristics

Protected characteristic group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (for example, adjustment to the proposal)
Disability	Positive	No specific disproportionate impact identified in the strategy.	Maintain inclusive recruitment and business support practices.
Gender reassignment	Neutral	No specific disproportionate impact identified in the strategy.	Maintain inclusive recruitment and business support practices.
Marriage or civil partnership	Positive	General economic growth benefits all households.	N/A

Pregnancy and maternity	Positive	Strategy aims to enhance quality of life and health/wellbeing for all residents.	Ensure regeneration projects include family-friendly infrastructure.
Race	Positive	Focused on "inclusive growth" and creating a "Borough of Sanctuary" to welcome all backgrounds.	N/A
Religion or belief	positive	Regeneration of the town centre can provide multi-use spaces for diverse community events.	Ensure community spaces remain adaptable for various cultural/religious needs.
Sexual orientation	Neutral	No clear disproportionate impact on any specific orientation.	N/A
Sex (gender)	Positive	Growth in sectors like "Manufacturing" and "Professional Services" offers diverse employment opportunities.	Monitor gender pay gaps and participation in business support and upskilling programmes.
Age	Positive	Targets young people (skills/apprenticeships) and supports older workers (reskilling/upskilling).	Link with, business support Skills and Employment activity
Children in care and care leavers	Positive	Social impact of new businesses to provide social value and inclusion locally.	Link with, business support, Skills and Employment and community wealth building activity

Section three – evaluation

No.	Question	Explanation/justification
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3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No. The strategy explicitly aims to combat inequality and ensure that growth is "inclusive," specifically targeting skills gaps that currently act as barriers for disadvantaged groups.
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No.	Final Decision	Tick the relevant box	Include any explanation / justification required
1	No barriers identified, therefore activity will proceed	X	The plan is designed to reduce existing disparities and improve life expectancy and education across the borough.
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Section four – record keeping

Question	Response
Will this EqlA be published* (*EqlA's should be published alongside relevant event paperwork including cabinet papers):	Yes
Date completed	13/02/2026

Review date (if applicable)	
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Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Andrew Wells	13/02/2026

Question	Response
Names and roles of people involved in the consideration of impact	

Question	Response	Date signed
Name of Director signing EqIA	Matt Peachey	13/02/2026